

# Aaron L Clanton

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## SUMMARY

More than 20 years' experience in implementing creative solutions for complex learning needs and technical resource to the production of grain-based foods. Create and develop interactive learning courses and curriculum to fulfill client and learner needs. Understand processes and methodically research problems that result in logical, common sense decision-making.

## EDUCATION

### **Baker College, Flint, MI**

- Master of Business Administration – General Business

### **Kansas State University, Manhattan, KS**

- Bachelor of Science in Milling Science and Management – Chemistry Option
- Bachelor of Science in Chemical Science

## PROFESSIONAL EXPERIENCE

### **Kansas State University, Manhattan, KS**

*Instructor, Baking National Education Foundation*

**June 2019 to Present**

- Teach existing courses and laboratory sections in bakery science covering ingredient functionality, bakery processing, baked products and bakery management in the Bakery Science and Management (BSM) program.
  - Classes taught: GRSC 625 Flour and Dough Testing, GRSC 635 Baking Science I Lecture, GRSC 636 Baking Science I Laboratory, GRSC 637 Baking Science II Lecture, GRSC 638 Baking Science II Laboratory, and GRSC 670 Bakery Layout & Design.
- Manage day to day operation and use of the Pilot Bakery Laboratory including maintaining, overseeing and documenting its safe and sanitary operation.
- Advise Bakery Science Club and oversee weekly baking operations of the Club
- Manage ingredient, packaging and other supply inventory of Pilot Bakery Laboratory and Bakery Science Club.
- Acquire necessary ingredients, equipment, and supplies through placing orders and seeking donations from ingredient suppliers.
- Answer technical questions from students and colleagues on diverse baking science topics including ingredient functions such as flour and enzymes.
- Actively recruit new students by meeting one-on-one and facilitating hands-on activities and tours of bakery labs for school groups.
- Provide professional development training to high school teachers about the science of baking.
- Teach industry professionals about bakery science in IGP short courses.
- Served as faculty advisor for 10 BSM students to attend IBIE 2019 and 20 students to ASB's BakeTech 2020.

### **AIB International, Manhattan, KS**

*Manager, Baking Training*

**2017 to June 2019**

- Answer technical questions from clients and colleagues on diverse baking science topics including ingredient functions such as flour and enzymes.
- Coach instructional staff on methods, activities, and techniques that can be used to improve the delivery of learning events to promote participant engagement and interaction.

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- Teach key components (Operations, Baking Science, Breads, and Sweet Goods) of an internationally recognized leadership development course to a diverse, multicultural student population from around the world.
    - Researched, designed, and created topics related to Problem Solving, Capacity, Production Planning, Continuous Improvement. Taught 235 participants concepts of improving manufacturing operations.
  - Manage relationship(s) with multiple global clients to define needs, write proposals, and negotiate final contracts.
  - Design and deliver interactive, customized baking training programs for global bakery clients on breads, hamburger buns, cakes, cookies, crackers, and puff pastry.
  - Coordinate training materials and speakers to facilitate and deliver more than 40 training seminars on baking related topics in the US and other countries.
  - Implement new learning technology in face-to-face and virtual, instructor led classes.
  - Designed and taught virtual synchronous instructor led class using Zoom to facilitate peer-to-peer interaction.
  - Collaborated with virtual interdisciplinary team using online based communication and networking platforms to revise and enhance course curriculum to equip learners with critical baking industry skills.
  - Implemented assessment strategy to measure skill improvement and job impact from training efforts.
  - Summarized and used course evaluation data to make continuous improvement to learning courses.
  - Analyzed data and compiled results into reports for upper management and key industry stakeholders.

*Director Baking Innovation*

2016 to 2017

- Led cross-functional product development team with subject matter experts, marketing, and external instructional designers to build 6 interactive, self-paced online baking learning courses.
  - Provided regular status reports to stakeholders and tracked expenditures and revenues for ROI reporting.
- Supervised staff who managed the LMS and learning project design, development, and commercialization.
- Managed vendor relationships with external contractors. Maintained records of contracts and approved payment of invoices.

*Baking Curriculum Manager and Instructor*

2006 to 2016

- Developed baking competency matrix by researching market and analyzing 350 industry job descriptions distilling data into 79 measurable outcomes.
- Oversaw conceptualization, design, development, and commercialization of new learning products, one of which incorporated results of baking and market research.
- Presented at multiple baking industry trade shows (IBIE, All Things Baking, IFT) and served on the task force coordinating the education sessions for IBIE.
- Served on learning management system (LMS) selection and implementation team through requirements analysis, vendor selection, and go-live as an expert on reporting and analytics of evaluations and assessments.
- Researched and analyzed effort and resources needed to deliver services to clients. Recommended strategies to improve efficiencies and workload balance.
- Curated electronic learning assets into a library repository.

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**Interstate Brands Company**, Kansas City, MO 2001 - 2005

*Senior Product Development Technologist*

- Identified \$15 million cost savings by researching alternate ingredients.
- Formulated, launched, and managed 33 new bread and roll product development projects.
- Collaborated with vendors to manage ingredient, equipment, and material needs of bread bake lab.
- Utilized SAP to monitor material costs and levels in production plants.
- Mentored and supervised activities of three employees
- Researched new methods to extend the shelf-life of existing products.

*Product Development Technologist*

- Formulated and launched 10 new bread and roll products.
- Monitored shelf-life through texture analysis and sensory panels.
- Wrote product specification books for eight new products as corporate guidelines.
- Created product concepts and prototypes for marketing and management.
- Managed current product quality concerns with Sales, Marketing, Customers, Production, and Suppliers

**Kellogg Company**, Memphis, TN 1999 - 2000

*In-Plant Food Technologist*

- Investigated and implemented increases in productivity, reduction in raw material usage, and reduction in waste.
- Contributed technical knowledge for researching problems with equipment, quality parameters, or raw materials in frozen waffle plant and ready-to-eat cereal plant.
- Started up a new processing line. After start up phase was complete, focused on process improvements to the line and training operators.
- Documented standard operation conditions on 12 processing lines.
- Represented the production plant as liaison on 25 corporate initiatives such as product improvement projects, new product start-ups, capital projects, and process efficiency development.

**Kellogg Company**, Battle Creek, MI 1997-1999

*Food Technologist*

- Executed plant and pilot plant trials of convenience food and ready-to-eat cereal products on 12 projects including coordinating raw materials, key personnel, and plant availability.
- Managed cross-functional team (product development, engineering, quality, logistics, and operations) to commercialize three new frozen products and one product improvement.
- Compiled a comprehensive report which established the baseline for future projects.
- Organized and categorized department equipment, enabling greater utilization.

**Brewer Creek Farms, LLC**, Minneapolis, KS 2010 to present

*President*

- Manage contract negotiations for land acquisition and arrange for closing by providing appropriate documentation.
- Track expenditure and receipt transactions for tax reporting.
- Investigate and reconcile discrepancies in partner capital accounts.

**Cargill Flour Milling**, Wichita, KS Summer 1996

*Quality Assurance Intern*

- Assisted in evaluation of wheat and flour samples through analytical tests, milling performance, and experimental baking to provide information about new wheat crop.

**Cereal Food Processors, Inc.**, Wichita, KS Summer 1995  
*Quality Assurance Intern*

- Supported new crop wheat survey by collecting, processing, and analyzing wheat samples and updating database with new crop information.

**Clanton Farms, Inc.**, Minneapolis, KS 2011-present  
*Stockholder*  
*Production Worker* 1987-1992

- Worked in production agriculture on the family farm.

### TEACHING EXPERIENCE

**Kansas State University**, Manhattan, KS 06/2019 – present  
 Department of Grain Science and Industry

- Instructor of GRSC 600 Practicum in Baking (Spring 2020, & 2021)
- Instructor of GRSC 625 Flour & Dough On-Campus (Spring 2021)
- Instructor of GRSC 625 ZA Flour & Dough Online (Spring 2021)
- Instructor of GRSC 635 Bakery Science 1 Lecture On-Campus (Fall 2019, 2020, & 2021)
- Instructor of GRSC 636 Bakery Science 1 Lab On-Campus (Fall 2019, 2020, & 2021)
- Instructor of GRSC 635 ZA Bakery Science 1 Lecture Online (Fall 2020 & 2021)
- Instructor of GRSC 636 ZA Bakery Science 1 Lab Online (Fall 2020 & 2021)
- Instructor of GRSC 637 Bakery Science 2 Lecture On-Campus (Spring 2021)
- Instructor of GRSC 638 Bakery Science 2 Lab On-Campus (Spring 2021)
- Instructor of GRSC 637 ZA Bakery Science 2 Lecture Online (Spring 2020 & 2021)
- Instructor of GRSC 638 ZA Bakery Science 2 Lab Online (Spring 2020 & 2021)
- Instructor of GRSC 670 Bakery Layout (Spring 2020)

**AIB International**, Manhattan, KS 01/2006 to 06/2019  
 Lead instructor for Operations portion of Baking Science & Technology Resident Course (Classes 185 -191; from 2014 to 2019)  
 Seminar Lead and instructor for numerous short courses

### PROFESSIONAL ORGANIZATIONS

American Association of Cereal Chemists member  
 American Society of Baking member  
 Colleague to Colleague

### CORE STRENGTHS

- Instructional design
- Data analysis
- Reporting
- Innovative
- Research
- Systematic
- Lifelong learner
- Teaching
- Client satisfaction
- Excel proficiency
- Leadership
- Problem-solving
- Inquisitive
- Analytical
- Communications and marketing
- Learning strategy
- Project management
- Detail oriented
- Product development
- Adaptable
- Commercialization
- Project implementation